



NATIONAL GUARD BUREAU

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NGB-ARH

1 July 2009

MEMORANDUM FOR The Adjutants General of all States, Puerto Rico, The US Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Army National Guard Recruit Force Pool (RFP) Enlistment Option (NGB-ARH Policy Memorandum #09-023)

1. References.

- a. NGR 614-1, Inactive Army National Guard, November 1986.
- b. United States Code Title 32 Section 303, Active and Inactive Enlistments and Transfers.

2. Purpose. This policy implements provisions of Title 32 USC 303 pertaining to Inactive Army National Guard (ARNG) Enlistment. The ARNG RFP enlistment option will enhance readiness by managing ARNG end strength and reducing the period of time during which non-Military Occupational Specialty Qualified (MOSQ) Soldiers are holding paragraph and line numbers in Modification Table of Organization & Equipment (MTOE) and Table of Distribution & Allowance(s) (TDA) units.

3. Applicability. This policy applies to ARNG enlisted applicants and is effective the date of this memorandum. High school graduates (with training seats available for which they are qualified); Reserve Officer Training Corps Simultaneous Membership Program Soldiers, and Active First Enlistment Option applicants will not be placed in the RFP. All States that are currently over their FY 09 end strength ceiling will use the RFP to enlist other applicants who cannot ship to basic training within 120 days of enlistment, regardless of enlistment options. Exceptions to policy are approved by the Commander, Guard Strength Command and coordinated with the ARNG G1.

4. Concept.

- a. Applicants who are eligible for enlistment but cannot ship to their initial active duty training (IADT) for more than 120 days after becoming eligible to enlist in ARNG will contract into the Inactive National Guard (ING) and be assigned to the Recruiting and Retention Command (RRC) RFP designated position (duty MOS 00F10), paragraph 026A and line 52A. Exception requests for applicability and the 120-day timeframe will be forwarded to the Guard Strength Command through the National Guard Bureau Strength Maintenance Division (NGB-ASM) Recruiting Operations Center.

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b. Recruit Sustainment Program (RSP). An RFP applicant will enlist into the Active ARNG at 120 days from the start date of IADT, established at the time he or she contracted into the RFP. Upon enlistment into the Active ARNG, the Soldier will be assigned to the unit with which he or she will serve following Advanced Individual Training and will be attached to the RSP for inactive duty training.

5. The RFP enlistment option contracting procedures. The ARNG RFP Contracting and RFP participation is for applicants who cannot ship to IADT within 120 days of enlisting. Applicants enlisting in this category will enlist into the RFP for 1 year on a 1x0 ING enlistment contract. This will be accomplished in two phases.

6. Phase One: The RFP Contract. The applicant will execute the standard enlistment forms associated with contracting in the ARNG and will sign a DD Form 4-series for enlistment into the RFP for a single 1-year term of enlistment. The applicant will enlist into the Active ARNG at 120 days prior to IADT or not later than 1 year from the date of enlistment in the RFP. The time served in the RFP applies toward the Soldier's ready reserve obligation of his or her 8-year military service obligation (MSO) as specified in the enlistment contract. The RFP contract will include:

a. The RFP projected unit of assignment; projected paragraph/line/duty MOS; an explanation of the RFP policy program; the Stripes for Skills program, the Stripes for Buddies program; and a statement of Guard Recruiter Assistance Program (GRAP) eligibility.

b. The RFP Soldiers will be briefed that they are eligible to participate in the following programs with the following stipulations:

(1) GRAP. The RFP Soldiers may participate as independent contractors under the guidelines of this program.

(2) Stripes for Buddies. The RFP Soldiers may refer applicants under this program; however, they will not receive the advanced pay grade credit while in the RFP. Upon execution of an 8-year MSO contract, the RFP Soldier will contract at the advanced pay grade. Leads generated through GRAP are not eligible for Stripes for Buddies.

(3) Stripes for Skills. The RFP Soldiers are authorized to perform self-paced online or book preparation in a non-pay status to enhance their military knowledge and prepare for entrance into the Active ARNG. The RFP Soldiers participating in this training will be given an assessment evaluation to determine their level of proficiency upon enlistment in Phase 2. The RFP Soldiers will be advanced in accordance with

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(IAW) the provisions of AR 600-8-19 upon validation of skills after enlistment in the Active ARNG.

(4) The RFP Soldiers will not participate in any physical or military training under the auspices of the ARNG.

(5) RFP Soldiers who are Test Score Category (TSC) IIIB may participate in the NGB-ASM Armed Services Vocational Aptitude Battery (ASVAB) Test Prep Program in order to improve their TSC, renegotiate their contract, and qualify for a different MOS than noted in their RFP contract. ASVAB testing must be conducted IAW Military Entrance Processing Command regulations and guidelines. Category IIIBs will require a control number provided by the Recruiting Operations Center of NGB-ASM.

c. Strength Accounting. Although not counted against ARNG Selected Reserve end strength, the RFP Soldier will be tracked by the RRC in the VULCAN System RFP management category until he or she either enlists in the Active ARNG or separates from the RFP. The RFP Soldiers who enlist in the Active ARNG will be accounted for in the paid strength of the ARNG upon enlistment. The RFP Soldiers will be reported as assigned to an RRC's Unit Identification Code in Standard Installation/Division Personnel System (SIDPERS). The enlistment quality marks for each State's RFP program must be reflective of Department of Defense quality goals and established Selective Reservist enlistment quality goals for your State. The RFO is not to be used as a holding pool for category IIIB enlistments.

d. Failure to Enlist. Should the RFP Soldier fail to enlist and not meet the conditions of the RFP, the RRC will make every effort to contact and motivate the RFP Soldier to continue in the RFP. After all actions to do so have been exhausted, the RSP Commander will send the RFP Soldier a certified letter (with a 30-day suspense) that will encourage the RFP Soldier to enlist and notify him or her that failing to do so will result in his or her removal from the RFP. In the event that the RFP Soldier fails to enlist, the RRC will notify the Military Personnel Office to discharge the RFP Soldier for failing to enlist into the Active ARNG.

e. Training Seats. ARNG Military Entrance Processing Station (MEPS) guidance counselors will use the Recruit Quota Enlistment System (REQUEST) to secure and reserve a training seat for the RFP Soldier at the time of contracting into the RFP.

f. The RRC will direct either the RRNCO or the RSP cadre to maintain weekly contact with RFP Soldiers and ensure that the contacts are reported in the VULCAN System.

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g. Annual Muster and Mobilization. Soldiers in the RFP do not have Selected Reserve Enlistment Contracts and are not subject to the annual muster requirement of NGR 614-1. In the event of full mobilization, personnel in the RFP will be ordered to active duty with their projected unit of assignment.

h. Quality. The enlistment quality marks for a State's RFP program must reflect DOD quality goals and established Selected Reserve enlistment quality goals for that State. The RFO is not to be used as a holding pool for TSC IIIB personnel.

7. Phase Two: Active ARNG Enlistment and RSP Participation.

a. During this phase, the RFP Soldier will enlist into the active ARNG at 120 days prior to entry on IADT. The RFP Soldier will execute the standard enlistment forms associated with contracting in the ARNG and will sign the DD Form 4-series for enlistment in the Active ARNG for any authorized period of enlistment (3x5, 4x4, 6x2). In the event that a training seat becomes available to the RFP Soldier that is earlier than the date of the original IADT quota (determined at the time of executing the ING contract), the RFP Soldier may execute the Active ARNG enlistment immediately if there are less than 120-days until the start date of the new training seat. The time served in the RFP will count toward the Soldier's Ready Reserve obligation of the enlistment contract. Upon execution of the Active ARNG enlistment contract, the applicant will sign all applicable bonus addendums IAW current Selected Reserve Incentive Program (SRIP) policy.

b. Training Seats. No additional action is required if a RFP Soldier fills the training seat reserved during Phase One. MEPS guidance counselors will ensure that a new training seat is reserved for a RFP Soldiers who qualifies for a different MOS.

c. End Strength Accounting. Once the Soldier properly transitions to the RSP and his or her record enters SIDPERS in a paid status, he or she will count in the State's and ARNG's end strengths. The RSP Soldier will be assigned to the MTOE/TDA unit and attached to the RSP.

8. Annex A outlines specific instructions for actions and responsibilities of the personnel involved in the recruiting process and REQUEST guidance (enclosure).

9. Annex B outlines specific instructions for actions and responsibilities by the SIDPERS and gains processing sections within the Military Personnel Office (enclosure).

10. Annex C provides RFP discharge procedures (enclosure).

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11. Subject matter expert points of contact are as follows:

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Encls
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